

## **CLD UPDATE**

12/20/99

CLD is in its third year of existence. Much progress has been made. We now have 280+ participants, 340+ trained mentors, 260+ assessments working, and approximately 60% of all supervisors have received the 4 hours of mandatory training for supervisors.

The CLD framework provides an avenue for civilians in grades GS-01 (including wage grade and NAF equivalents) through GS-15 to improve their Leadership skills. Two program changes were made this year: the program was opened to NAF employees at equivalent levels in May and the CLD entry level was changed from the original GS-05 to GS-01 in September.

The CLD office continually maintains/updates a "Resource List" of ideas/suggestions by competency to aid with ILDP development. All CLD participants must develop and execute an Individual Leadership Development Plan (ILDP). To date eight Headquarters CLD participants have signed and are executing ILDPs. Several others are in the formulation stage.

Mentoring is a significant CLD cornerstone. We maintain a current listing of trained "mentors" for participants to use when selecting a mentor. Mentor volunteers are required to attend a 2-day Mentor/Assessment training course. Upon completion of the 2-day training course, volunteers are added to the "Mentor" list. CLD Participants may select a mentor from the listing or they may select an individual who will then attend the training.

A "Mentor of the Year" instruction is in process to provide a vehicle for recognizing and rewarding those individuals who have done an outstanding job of mentoring others.

The CLD continuum leadership competencies are reflected in the knowledge, skills, and abilities (KSAs) of supervisory/management job vacancies. Applicants address the identified CLD competencies and specify how they attained those leadership skills which makes program participation important to job competitiveness.

A Rotational Assignment Instruction (CNETINST 12410.5) was issued that established procedure and provided guidance that governs rotational assignments throughout NAVEDTRACOM. A Rotational Assignment Clearing House, an electronic listing of assignments and the competencies that could be

gained or enhanced by such assignment is in the early formation stage. We currently have 4 rotational assignments identified. Our goal is to offer a tool that will assist participants with identification of rotational assignments that will help develop specific competency skills.

A Career Resource Center (CRC) is being established (RM-186) to afford employees opportunities for access to training/educational materials and computerized training. A long-range goal is to electronically send training modules to employees' desk as well as to other CNET activities.

We have procured an interactive computer training pilot venture from 9<sup>th</sup> House, a San Francisco, CA company. They have developed a computer based training (CBT) approach of "Hollywood quality" modules that are interesting and entertaining. Their first module (1 of 22 planned modules) is a computer-based approach to Situational Leadership II. The company uses video vignettes to entertain as well as train students. The story line change with student answers and feedback is provided. The pilot will be conducted in the CRC commencing on the 26<sup>th</sup> of Jan.

Training is ongoing, as is solicitation of mentors, participants, and rotational assignments/development opportunities. Supervisory and Mentor/Assessment/Trainer training is given once a quarter locally and provided to field activities upon an expressed need.

CNET has 15 folks who have participated in the Aspiring Leader Program and another 16 who have attended other specialty/long term training during the year. Our 1999 Aspiring Leader and New Leader program graduates:

CNET:	NETPDTC
Barbara Rankin-Conyers	Joseph Bommarito
Cynthia Ortiz	Victoria Baxter
Delores Lacy	Carla Lee
Audrey Adams	

TRITRAFAC BANGOR  
Linda Cyphers  
Pamela Love

New Leader Program graduates:

CNET:	Pat Geoghagan	NETPDTC:	Delphine Long
	Pat Bass		

Ms Hobbs gave a CLD CNET presentation to the SECNAV CLB during July and at two ODASN CLD/DLAMP conferences held in San Diego and Norfolk. San Diego co-presenters were Ms. Denise Myers, NTTC Administrator, mentor and participant, Ms. Cathy Neri, NETPDTC participant, and Ms. Isabel Romero, TTF Kings Bay Administrator. Norfolk co-presenters were: Ms. Victoria Knight NETPDTC Administrator, Ms. Carla Lee, NETPDTC participant, and Ms. Tina Swift, NETPDTC Corpus DET participant.

DGSC Richmond requested and was given a "Mentor Program" implementation presentation during February. CNET has gained a reputation for having a premier program.

Defense Leadership and Management Program (DLAMP) participants numbered 6 with the June selection of: Mr. Ed Gill, CNET and Ms. Cynthia DeZouche, NLTU Little Creek. Previously selected participants are: Ms. Pam Bridges, NETPDTC, Mr. Jon Loesch, CNET, Ms. Linda Jo Graham, NETPDTC, and Ms. Candice Currier, NAS Pensacola. Another NETPDTC applicant, Ms. Jennie Humes was referred and is awaiting a DoD DLAMP Council selection decision.

DLAMP is a DoD wide leadership training, education, and development framework designed to equip participants with DoD capability and military leadership training/mission insight. The program's goal is to develop individuals to perform at the GS-14/15/SES levels.

DLAMP requirements include a 1-year rotational assignment outside of parent command, senior military school attendance or a minimum of 3 months of professional military education, and 10 MBA graduate courses taken at a Southbridge, MA facility. DLAMP has been made a capstone for CLD; individuals involved in CLD will receive additional consideration for DLAMP referral.

Another program aspect is DLAMP designation of GS-14/15/SES positions. DLAMP participants/graduates receive priority consideration for filling DLAMP designated positions. CNET currently has 3 GS-15 and 2 GS-14 designated positions (another GS-14 is pending). Positions are:

<u>NO.</u>	<u>POSITION</u>	<u>SERIES</u>	<u>INCUMBENT</u>
1	SES		Ms. Paulk
3	GS-15	343	MS. Drummer
		343	Mr. Halverson
		301	Mr. Huddleston (N7)
2	GS-14	1750	Mr. Ross (GT LAKES)
		343	Mr. Lamar Wasdin

DLAMP announcements typically come out in late spring and are forwarded to each GS-13/14/15 employee.

Additional information is available on the CNET Home Page: <http://www.cnet.navy.mil>, the CLD office or the OPM site: [www.opm.gov/ses/html/sesguide.htm](http://www.opm.gov/ses/html/sesguide.htm).

Ongoing CLD Office actions challenges: 1) Open/outfit Career Resource Center (CRC); 2) functionalize rotational assignment clearing house; 3) monitor/evaluate 9<sup>th</sup> House pilot effort; 4) utilize DLAMP participant absences to accommodate CLD development; 5) develop/implement mentor recognition/award process; 6) solicit mentors, participants and rotational assignments for CLD and DLAMP; 7) train mentors/participants/supervisors and administrators; 8) track costs/budget reviews; 9) track/reporting program progress; 10) annual ACLDA meetings; 11) obtain some central funding for field participation in programs complementing CLD; and, 12) publicize successes.

If you have questions or desire additional CLD/DLAMP information, please call (2-4712/4166), stop by the office or use email.